

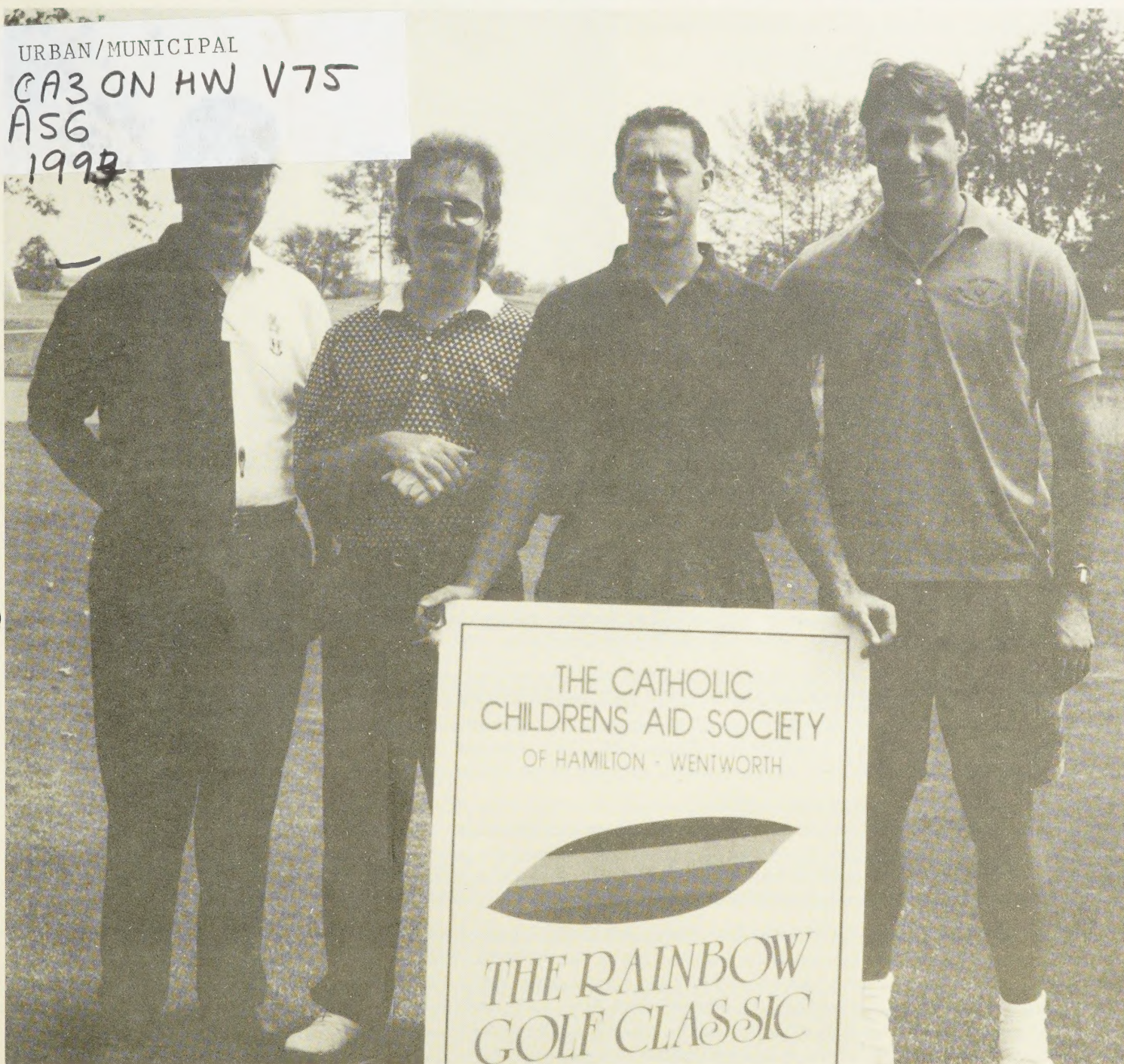


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Cover Photo (left to right): Paul Pettit, Doug Burns, Jim Hickey, Dave Andreychuk

## MISSION STATEMENT

*Guided by Catholic Values and teachings; a fundamental belief in strengthening families; and the mandate of the laws of Ontario:*

*The Mission of the Catholic Children's Aid Society of Hamilton-Wentworth is to protect children and to promote their best interests and well-being within the Regional Municipality of Hamilton- Wentworth.*





## THE PRESIDENT'S REPORT



Dear Members and Friends

1993 has proved to be a challenging, but rewarding year for the Society. Despite the fiscal problems in this community which have put families and service agencies under great stress, the Catholic Children's Aid Society of Hamilton-Wentworth has maintained an exemplary level of service to its clients through the dedication of the staff, foster parents, volunteers, Board members and other supporters. For their sacrifices, great and small, they deserve our thanks.

The Society was very successful in implementing its strategic plan as formulated by Robert Light, Director of Planning and Development. The plan focused on developing viable alternatives to the costly placement of clients outside this community. Happily, these measures are meeting most of their targets and greatly helping our financial picture. Mr. Light and all of the staff involved in this initiative are to be commended.

Another major area of concern has been the ongoing struggle to pay staff a fair wage from the limited revenue sources we have. In 1993 Social Contract legislation, while limiting the flow of provincial funds to the agency, has mandated a general belt-tightening for the employees of all public sector provincial organizations. This has reduced the agency payroll somewhat. Both the staff represented by C.U.P.E. and the salaried staff have shown a great degree of tolerance in dealing with the reality of getting by with less. Michael Michalski, the agency Director of Finance, and Mayor Robert Wade of Ancaster, Chairman of the Board's Resource Management Committee, have contributed greatly to the Society's ability to maximize its resources. We have also enjoyed the continued support of John Webster, the Programme Supervisor of the local office of the Ministry of Community and Social Services. Because of the aforementioned service delivery changes, staff wage reductions, and continued Ministry support, we will have little or no deficit for 1993.

Private fundraising continues to gain importance as a means of providing programmes that are not Ministry funded, yet, which help to prevent those situations which cause children to come into care. Heather Barilla continues to be creative and energetic in looking for funding sources. I hope that Society members will try to involve a wide circle of friends and family in our events in 1994. Besides supporting a worthwhile cause, our events always score high on the entertainment index!

After almost one full year in the new office facilities the details of ownership are still being decided due to the complex legalities involved in bringing five agencies together in one very diversified project. Thankfully, the current loan interest rates have proved that the decision to move and become an owner, rather than a tenant, was a wise one. Most importantly, however, the improved working conditions have been a tangible compensation for the over-burdened staff.

At each monthly Board meeting, the Directors have continued to develop a modern and effective governance model to help make this agency the best that it can be. Despite the many challenges facing the Society, board members consistently work as a team to direct the agency with optimism and enthusiasm. The Board's primary link to the agency is Mark Ewer, the Executive Director. Mark has a great deal of faith in the abilities of the staff and his enthusiastic attitude has helped everyone, from frontline worker to board member, to pull just that little bit harder and longer.

In closing, I want to convey, on behalf of the children and families of this community, the warmest thanks to all staff, volunteers, board members, benefactors, patrons, and all supporters of the Society, including the many spouses and families who make domestic sacrifices to enable the staff and volunteers to do their work. I also want to recognize the many sympathetic employers in the Region who make similar sacrifices in support of board members and other volunteers. My own employer, the Hamilton-Wentworth Roman Catholic Separate School Board has been exemplary in this regard, as demonstrated by the unfailing encouragement I have received from Terry O'Sullivan, Principal of St. Mary's C.S.S., and Wilma Schleroski, Superintendent for the West Hamilton Catholic Schools.



Greg Warnick  
President

### 1993 BOARD OF DIRECTORS

Mr. Greg Warnick, *President*  
Mr. James Robb, *1st Vice President*  
Mrs. Carol Larsen, *Secretary*  
Mr. Robert Wade\*, *Treasurer*  
Mrs. Shirley Sullivan, *Past President*  
Ms. Mary Lynn Cornale  
Mrs. Julie Dilworth  
Mr. Matthew Goodwin  
Mr. Randy Graham  
Mr. Michael McHugh  
Rev. D. Miehm, *Diocesan Rep.*  
Mr. Michael Piczak  
Mr. Neil Smith  
Ms. Irene Stayshyn  
Mr. Wuchow Than  
Mr. Patrick Wilson  
Ms. Karen Wisdom  
Mr. Tim Worron  
Mr. F. D'Amico\*  
Mr. F. MacIntyre\*  
Mr. B. Morelli\*

\* *Regional Representatives*

### FOSTER PARENT ASSOCIATION EXECUTIVE

Rita Mooney, *President*  
Shirley Richardson, *1st Vice-President*  
Gail Arsenault, *2nd Vice-President*  
John Anker, *Treasurer*  
Daisy Ramirez, *Secretary*

### COMMUNITY REPRESENTATIVES

Nichole Berube (*Services Committee*)  
Bridget Vessey (*Services Committee*)

### AUXILIARY TO THE CATHOLIC CHILDREN'S AID SOCIETY

Mary Markey, *President*  
Marg. Harper, *1st Vice-President*  
Helen Licata, *Treasurer*  
Shirley Sullivan, *Secretary*  
Cora Lanigan, *Membership Convenor*





## OUR SPECIAL THANKS . . .



- To volunteers who go "beyond the call of duty" by helping at our weekly bingo and special events such as the Lobsterfest, Serendipity Auction, Rainbow Golf Classic and Casino.
- To Christopher Randall and CKOC/K103 FM for donation of tickets and leadership with the Christmas Miracle.
- To Ray Barr and Ron Barr and the East End Optimist Club for their support with the Christmas Miracle, which provided gifts for needy children.
- To Jim Bonnay of Dalton Insurance for supporting the Rainbow Golf Classic by taking pictures of all the golfers.
- To Michael Taylor, Taylor Chrysler Dodge, for his support of the Serendipity Auction and for assistance with vehicles for our summer camp programmes.
- To our Women's Auxiliary for their continued support and fundraising on behalf of the Society.
- To all staff, but especially those who celebrated service milestones in 1993 (Shannon Smith, Susan Camara, Laurel Long, Susan Clowes-Chisholm, Linda Corbin, Helen Morrison and Jane DeSouza, all received five year awards; Anita Persaud, Beatrice Kemp and Nemesia Fragata who received fifteen year awards). Also special recognition and thanks to Pat Archer, Tena Marini and Irene Linkletter who retired from the Society in 1993.



## SERVICE TRENDS



- Total referrals and requests for intake service decreased slightly by 2.5% in 1993.
- Investigations of child abuse increased by 16.7% accounting for 40% of new intake referrals, up from 36% previously.
- Allegations of physical abuse increased by 22%, and sexual abuse decreased by 17%, reversing a previous trend.
- The proportion of cases involving parents with serious addiction problems nearly doubled.
- The number of children in care over the year decreased marginally by 3.7%.
- The proportion of care provided by society foster families increased by 3%, while use of institutional care decreased by the same amount.
- Due to decreased staff complement, the average social worker caseload increased by almost 25% in 1993.



## THE AUXILIARY TO THE CCAS OF HAMILTON-WENTWORTH



Since September, 1977 a small group of women have continued to promote and assist the needs of the C.C.A.S. They meet in St. Charles Garnier's meeting room on the second Tuesday of alternate months.

In the beginning, the ladies assisted in many volunteer programs, orientation evenings, served luncheons at the monthly board meeting, Annual Meetings and held a few Fund Raisers. A Trust Fund was set up, to provide funds for schooling for "wards" of the agency. In the past years as Government Grants become less, the ladies have had many more fund raising projects. A yearly Spring Bridge and Euchre Party, Quilt raffles, sales of pens, Christmas Cards, also Christmas Wrapping Burlington Mall are favourites.

In 1993 the Auxiliary donated \$600.00 to Prevention Programs, \$500.00 to the Children's Christmas Program, \$250.00 towards infant car seats for Volunteer Drivers, and \$100.00 to the Camp Program.

Through the help of C.W.L.'s, Baby Layettes are provided to newborn babies and through the "Care Bear Program" many Teddy Bears are donated.

This small group of women are not just "another organization", but a caring and loving extended family.





### Statement of Revenue, Expenditures and Budget Surplus (Deficit)

**Year Ended December 31, 1993**

<b>REVENUE</b>	1993	1992
Grants		
Province of Ontario	\$5,485,307	\$ 5,497,111
Regional Municipality of Hamilton-Wentworth	1,371,327	1,374,278
Alternative to Care Grant	67,991	85,374
Capital and non-recurring grants	21,426	6,250
Family Allowance	125,743	69,281
Maintenance from parents	19,706	10,494
Memberships	980	1,200
Miscellaneous income	1,311	11,172
Other Children's Aid Societies - maintenance	0	199
- supervision	6,931	1,898
Preparation for Independence Grant	77,016	61,455
Special Needs Phase I/Phase II Grant	13,438	15,198
Afterschool Grant	0	62,046
Transfer from "A" Fund	29,975	0
	\$7,221,151	\$ 7,195,956

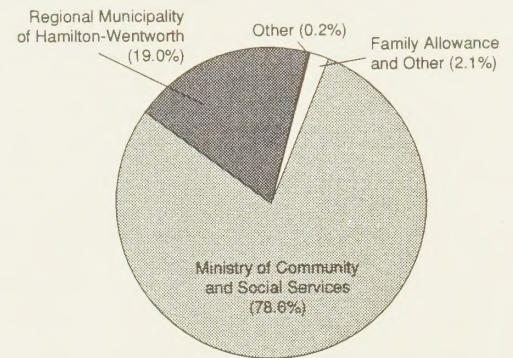
## EXPENDITURES

EXPENDITURES	1993	1992
Administrative	\$187,531	\$ 176,968
Alternative to Care Grant	79,475	91,891
Boarding Rate Payments	1,164,880	1,075,520
Building Occupancy	236,110	204,797
Capital and non-recurring	29,098	15,337
Client's personal needs	166,377	169,450
Depreciation	21,066	0
Employee benefits	497,868	493,380
Group Home Payments	274,055	302,763
GST Paid	16,656	16,343
Miscellaneous	33,318	32,489
Outside institutions	1,307,801	1,799,416
Preparation for Independence	69,044	61,455
Preventive services	33,076	36,573
Professional fees	112,271	96,844
Promotion and publicity	27,242	22,195
Alternative to Care - Phase II	0	36,059
Staff salaries	2,740,483	2,869,471
Staff Training	23,487	21,096
Travel	189,079	190,484
Afterschool Program	0	62,046
	<u>\$7,208,917</u>	<u>\$7,774,577</u>

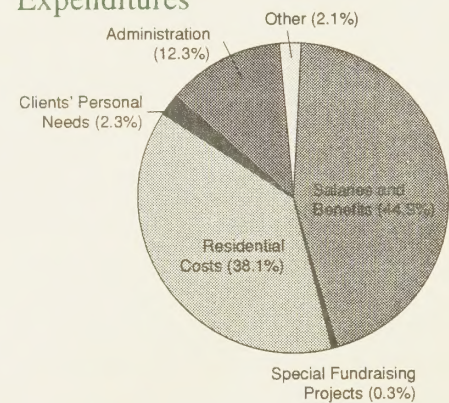
Net Revenue (Expenditures)	\$12,234	(\$578,621)
Budget surplus (deficit), beginning of year	<u>(\$1,508,751)</u>	<u>(\$930,130)</u>
Budget surplus (deficit), end of year	(\$1,496,517)	(\$1,508,751)

## THE 1993 FINANCIAL PICTURE

## Revenue



## Expenditures



Staff Recognition — January 18, 1993





## THE EXECUTIVE DIRECTOR'S REPORT



Like many of Ontario's "transfer payment agencies", Children's Aid Societies have felt the sharp edge of government restraint in 1993. The Social Contract Act put a strangle hold on the collective bargaining process in an effort to reduce compensation costs across the Province. Our staff, between what have been coined "Rae Days" and other days off to control our deficit, took six days off without pay during the year. The collective agreement with our staff Union was extended to 1996 with wages frozen during this period.

A mounting deficit in 1993 also caused us to lay off a number of staff during the year and other vacancies were left unfilled. We reorganized in the face of this; cutting out prevention programs and increasing support to protection services such as foster care.

On the bright side some of our joint ventures with other agencies, in particular our sister agency, the Children's Aid Society of Hamilton-Wentworth, the Community Adolescent Network and Lynwood Hall, have proved very successful. We now operate programs for adolescents and their families in crisis (the PASS Program), preparation for independence groups (the CYRUS Program) and a treatment foster care program, in this fashion. Not only our clients, but also our staff have benefited from these joint efforts. We will be encouraging more of this in the future!

One of our great accomplishments in 1993 was the relocation of our office to 735 King Street East, Hamilton. Together with our partners in this project, Catholic Family Services, Catholic Youth Organization and the Hamilton-East Kiwanis organization, we have brought new life to a rather neglected part of the city. We now have fifty-thousand square feet of first class office space on King Street with an adjoining social housing project on Sanford. Soon we will be joined on Wentworth Street North by the new "Cathedral High School", now in the planning stages.

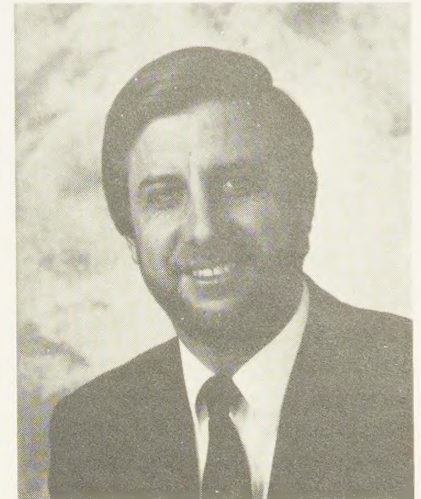
We were able to take full advantage of being able to plan the layout of the new office and include as many features as possible, particularly those missing in previous locations. We have maximized the use of shared functions in the building such as telephone, security, access control, computer cabling, photocopying, cleaning and many others. This has allowed us to control costs and still employ "state of the art" systems (at least by social service standards). Our shared occupancy will lead to many other joint opportunities for the agencies residing in this building as we look to our shared responsibility to serve the community.

Each year it is hard not to focus on the financial aspects of our operation, and this year even more so! Suffice it to say that in 1993 we have achieved a balanced budget, something we have not seen in many years. This is the result of very hard work on the part of many staff members. This has halted the growth in our accumulated deficit and we hope in future years to reduce this from its current level. This will require further change in organization and service delivery and will pose important challenges to all of us.

Finally, we look to 1994 for the new opportunities it brings. We will be co-hosting the annual conference of the Ontario Association of Children's Aid Societies in May at our local conference facilities. Our sister Society will be celebrating its one hundredth anniversary there along with seven other Societies. We ourselves, as "new kids on the block" will be recognizing our fortieth!

On behalf of agency staff, let me extend thanks to all who join us in this important work of ours, and wish everyone best of luck for 1994.

Respectfully submitted  
Mark A. Ewer  
Executive Director



## FOSTER CARE UPDATE



Society staff are working hard to develop more foster care resources, able to meet the specialized needs of our children in care. We have a new recruitment campaign, "Soar to the Challenge" and a streamlined process for screening and approving new foster families. A new training program, which uses computerized assessment is in place. Over seventy families have now taken the "test". Special training sessions are planned depending on the needs of the families who have been assessed.

To support our foster families, we have a crisis intervention program which will hopefully reduce emergency replacement of children. A new relief system is in place and we now have a better way to handle vacation requests by foster parents.

Our September 17th Foster Parent recognition dinner was a great success with special recognition given to twenty-five year award winners, The Mooney, Vanderwerf and van Straalen families! Congratulations are due to everyone involved in making our foster care resources the best we can for our children.





## SOAR TO THE CHALLENGE, BE A FOSTER PARENT



On January 4, 1994, the Society introduced a new recruitment campaign with the slogan "SOAR TO THE CHALLENGE, BE A FOSTER PARENT". The new symbol is a hot air balloon which signifies the challenges, growth, hope and the role foster parents play in helping children in their care, rise above the difficulties they face on a daily basis.

193 children are in the care of the Society with the majority receiving care in foster homes. During the month of November 1993, the Society placed twenty children in foster care.

If you know of any friends, relatives or neighbours who would be good candidates to become foster parents, please contact the Resources Unit of the Society.



## AGENCY SERVICE STATISTICS



	1993	1992		1993	1992
<b>INTAKE REQUESTS</b>			<b>ADOPTION AND RECORD DISCLOSURE</b>		
Requests received	2,483	2,547	Requests received	145	120
Child Abuse Investigations	269	224	Requests completed	150	92
Other Cases opened	605	393	Reunions	10	11
Total Cases Opened	874	617			
<b>CHILD AND FAMILY PROTECTION SERVICES</b>			<b>YOUNG PARENT SERVICES</b>		
Families Served	1235	1,037	Cases served	29	36
Children in care served	306	338	Children retained by mother	8	11
			Children admitted to care	1	7
<b>RESOURCES SERVICES</b>			<b>VOLUNTEER SERVICES</b>		
Admissions to care	100	133	Approved volunteers	117	140
Foster homes served	111	114	Hours of service provided	8,489	12,350
Foster Applications	32	23	Kilometers driven	247,263	200,933
Foster Enquiries	81	66			
<b>ALTERNATE CARE PROGRAMME</b>			<b>PREVENTION UNIT</b>		
Children served	13	15	Children's Assessment and Treatment Programme	47	20
Children on waiting list	9	3	Therapeutic Recreation Programme	141	110
Families available/in use	10	5	Preparation for Independence Program	46	42
			Summer Campers	80	86
<b>ADOPTION SERVICES</b>			Afterschool Programme	Children	46
Children on adoption probation	21	40		Parents	38
Adoptions completed	17	14			
Adoption Applications	30	40			
Adoption Enquiries	227	236			



Foster Family Recognition — September 17, 1993